

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
---	---	--

Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A	This return/report is for: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> ☐ a multiemployer plan </div> <div> ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> ☒ a single-employer plan </div> <div> ☐ a DFE (specify) ____ </div> </div>
B	This return/report is: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> ☐ the first return/report </div> <div> ☐ the final return/report </div> </div> <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> ☐ an amended return/report </div> <div> ☐ a short plan year return/report (less than 12 months) </div> </div>
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: <div style="display: flex; justify-content: space-between; margin-top: 5px;"> <div> ☒ Form 5558 </div> <div> ☐ automatic extension </div> <div> ☐ the DFVC program </div> </div> <div style="margin-top: 5px;"> ☐ special extension (enter description) </div>

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan <u>BIAMP SYSTEMS LLC 401(K) PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>001</u>
		1c	Effective date of plan <u>05/01/2017</u>
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>BIAMP SYSTEMS LLC</u> <u>9300 SE GEMINI DR.</u> <u>BEAVERTON, OR 97008</u>	2b	Employer Identification Number (EIN) <u>93-1264227</u>
		2c	Plan Sponsor's telephone number <u>503-641-7287</u>
		2d	Business code (see instructions) <u>334310</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	<u>10/11/2021</u>	<u>ALEX BUCHANAN-MUNRO</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	539
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	475
a(2) Total number of active participants at the end of the plan year		6a(2)	487
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	89
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	576
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	576
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	573
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	31
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D 2R			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2020
		This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan BIAMP SYSTEMS LLC 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 BIAMP SYSTEMS LLC	D Employer Identification Number (EIN) 93-1264227	

Part I	Service Provider Information (see instructions)
---------------	--

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

RAYMOND JAMES FINANCIAL SERVICES

59-2937883

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	49963	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	-1591	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
BLKRK HI YLD BD INST - BNY MELLON P.O. BOX 9793 PROVIDENCE, RI 02940	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GLENMEDE SMCAP EQ IS - STATE STREE 04-0025081	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS SR FLTG RT A - INVESCO INVEST 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.50%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TMPL GLOBAL BOND A - FRANKLIN TEMP 94-3167260	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP GROWTH STOCK - T. ROWE PRICE S 52-2269240	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP HEALTH SCIENCES - T. ROWE PRIC 52-2269240	0.15%	

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP SCIENCE & TECHN - T. ROWE PRIC 52-2269240	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>BIAMP SYSTEMS LLC 401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>BIAMP SYSTEMS LLC</u>	D Employer Identification Number (EIN) <u>93-1264227</u>	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....		1a	00
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions		1b(1)	00
(2) Participant contributions.....		1b(2)	0176614
(3) Other		1b(3)	00
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)		1c(1)	455536978763
(2) U.S. Government securities		1c(2)	00
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred		1c(3)(A)	00
(B) All other.....		1c(3)(B)	00
(4) Corporate stocks (other than employer securities):			
(A) Preferred		1c(4)(A)	00
(B) Common		1c(4)(B)	5289767171
(5) Partnership/joint venture interests		1c(5)	00
(6) Real estate (other than employer real property)		1c(6)	00
(7) Loans (other than to participants).....		1c(7)	00
(8) Participant loans		1c(8)	343640418253
(9) Value of interest in common/collective trusts		1c(9)	00
(10) Value of interest in pooled separate accounts		1c(10)	00
(11) Value of interest in master trust investment accounts		1c(11)	00
(12) Value of interest in 103-12 investment entities		1c(12)	00
(13) Value of interest in registered investment companies (e.g., mutual funds)		1c(13)	2844729738821042
(14) Value of funds held in insurance company general account (unallocated contracts).....		1c(14)	00
(15) Other.....		1c(15)	00

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	29299370	40461843

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f).....	1l	29299370	40461843
--	-----------	----------	----------

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	538603	
(B) Participants	2a(1)(B)	3607270	
(C) Others (including rollovers).....	2a(1)(C)	357735	
(2) Noncash contributions	2a(2)	0	4503608
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	1495	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	15982	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		17477
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	975535
(B) Common stock	2b(2)(B)	2776	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	972759	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	54227	6097
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	48130	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	-20146
(B) Other	2b(5)(B)	-20146	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4409188
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		9891759

Expenses**e** Benefit payment and payments to provide benefits:

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	4511113	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		4511113
f Corrective distributions (see instructions)	2f		6455
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	0	
(4) Other.....	2i(4)	48373	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		48373
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		4565941

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		5325818
l Transfers of assets:			
(1) To this plan.....	2l(1)		5836655
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☐ Unmodified (2) ☐ Qualified (3) ☒ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: RSM US LLP

(2) EIN: 42-0714325

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	X		
4m	X		
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	X		
4n	X		
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
---	--	---

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan BIAMP SYSTEMS LLC 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 BIAMP SYSTEMS LLC	D Employer Identification Number (EIN) 93-1264227

Part I	Distributions
--------	---------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
---------	--

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
----------	------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
---------	--

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2020
v. 200204

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14a	
14b	
14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

b The corresponding number for the second preceding plan year.....

15a	
15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16a	
16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
☐ Yes.
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
☐ No. Other. Provide explanation _____

Biamp Systems LLC

401(k) Plan

Financial Report
December 31, 2020

Contents

Independent auditor's report	1-2
Financial statements	
Statements of net assets available for benefits	3
Statement of changes in net assets available for benefits	4
Notes to financial statements	5-10
Supplementary information	
Form 5500, Schedule H, Part IV, Line 4i—Schedule of assets (held at end of year)	11

Independent Auditor's Report

To the Plan Administrator and Participants
Biamp Systems LLC 401(k) Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Biamp Systems LLC 401(k) Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Fidelity Management Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of December 31, 2020 and 2019, and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Emphasis of Matter

As discussed in Note 1 to the financial statements, the board of directors and members of Biamp Systems LLC, the Plan's sponsor, merged in the Community Light & Sound, Inc. 401(k) Plan effective January 15, 2020. Plan assets of participants of the Community Light & Sound, Inc. 401(k) Plan were transferred to the Biamp Systems LLC 401(k) Plan in January 2020. Our disclaimer of opinion has not been modified with respect to this matter.

Other Matter

The supplemental schedule of assets (held at end of year) as of December 31, 2020, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. The supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

Report on Form and Content in Compliance With Department of Labor Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

RSM US LLP

Phoenix, Arizona
October 7, 2021

Biamp Systems LLC 401(k) Plan

**Statements of Net Assets Available for Benefits
December 31, 2020 and 2019**

	2020	2019
Assets		
Investments, at fair value	<u>\$ 39,866,976</u>	<u>\$ 28,955,730</u>
Receivables:		
Employee contributions	176,614	-
Notes receivable from participants	<u>418,253</u>	<u>343,640</u>
Total receivables	<u>594,867</u>	<u>343,640</u>
 Net assets available for benefits	 <u><u>\$ 40,461,843</u></u>	 <u><u>\$ 29,299,370</u></u>

See notes to financial statements.

Biamp Systems LLC 401(k) Plan

Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2020

Additions:	
Investment income:	
Interest and dividend income	\$ 962,981
Net appreciation in fair value of investments	4,409,188
Total investment income	<u>5,372,169</u>
Interest income on notes receivable from participants	<u>15,982</u>
Contributions:	
Participant	3,607,270
Employer	538,603
Rollover	357,735
Total contributions	<u>4,503,608</u>
Total additions	<u>9,891,759</u>
Deductions:	
Benefits paid	4,517,568
Administrative expenses	48,373
Total deductions	<u>4,565,941</u>
Net increase	5,325,818
Transfers into the Plan	5,836,655
Net assets available for benefits:	
Beginning of year	<u>29,299,370</u>
End of year	<u><u>\$ 40,461,843</u></u>

See notes to financial statements.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 1. Description of Plan

The Biamp Systems LLC 401(k) Plan (the Plan) was established effective as of May 1, 2017. The following description of the Plan provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and eligibility: The Plan is a defined contribution plan covering employees of Biamp Systems LLC (the Plan Sponsor), except for leased employees, nonresident aliens and temporary or interns, as defined in the Plan document. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Employees are eligible to participate in the Plan upon completion of one month of service for deferrals and discretionary employer matching contributions, and upon completion of six months of service and employment at the end of the Plan year for discretionary employer nonelective contributions, unless terminated due to retirement, death or disability. Employees may enter the Plan on the first day of the month coinciding with or immediately following the date eligibility requirements are met. In addition, eligible employees employed on May 1, 2017, became participants on that date.

Plan amendments and merger: Effective January 15, 2020, the Plan was amended and restated to include former employees of the Community Light & Sound, Inc. in the Plan. Thus, effective January 15, 2020, the Community Light & Sound, Inc. 401(k) Plan was merged into the Plan, resulting in net assets of approximately \$5.8 million being transferred into the Plan. The merger does not impact participant benefits or participant account balances.

Contributions: Each year, participants may elect to defer up to 75% of eligible annual compensation as defined in the Plan document, not to exceed the maximum allowable by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are automatically enrolled at 5%, unless the participant makes a contrary election, once eligibility is met. The automatic enrollment percentage is increased by 1% annually, up to a maximum of 10%. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various registered investment companies and self-directed brokerage accounts as investment options for participants. Contributions are subject to certain limitations.

Each year, the employer may elect to make a discretionary matching contribution equal to a percentage of each participant's deferral contributions, as defined in the Plan document. For the period January 1, 2020 to April 3, 2020, the employer made a discretionary matching contribution equal to 100% of the first 3% of participant deferrals, and 50% of the next 2% of participant deferrals (up to 4% of eligible compensation). Effective April 4, 2020, the employer indefinitely suspended the discretionary matching contribution. Discretionary employer matching contributions totaled \$538,603 for the year ended December 31, 2020.

Each year, the employer may also elect to make a discretionary nonelective contribution, as defined in the Plan document, determined annually by the employer, and allocated based on each participant's proportionate share of total eligible compensation paid to participants during the Plan year. The employer did not make a discretionary nonelective contribution for the year ended December 31, 2020.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 1. Description of Plan (Continued)

Participant accounts: Each participant's account is credited with the participant's contributions; the employer's discretionary matching and discretionary nonelective contributions, if any; and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on the participant's earnings, account balances or specific participant transactions, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the employer's discretionary matching and discretionary nonelective contributions, plus actual earnings thereon, is based on years of credited service. Participants vest at 25% annually, beginning with the completion of one year of vesting service, and are fully vested after four years of vesting service. Upon normal retirement age, death or total disability of a participant prior to retirement, the participant's account balance shall become fully vested.

Notes receivable from participants: Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. All notes receivable from participants are secured by the participant's account balance and bear a reasonable rate of interest as determined by the Plan Administrator based on prevailing interest rates charged by persons in the business of lending money under similar circumstances. The terms of the notes receivable from participants shall not exceed five years, except that the term may be up to 10 years if the purpose of the note receivable is for the purchase of the participant's principal residence. Principal and interest are paid ratably through monthly payroll deductions. Interest rates were 4.25% to 6.50% on loans outstanding at December 31, 2020, which mature through July 2030.

Payment of benefits: Upon termination of service due to death, disability, retirement or other reasons, participants with account balances in excess of \$5,000 may elect to receive a lump-sum amount equal to the value of the participant's vested interest in his or her account, or may defer distributions until the normal retirement age is met. Participants with account balances of \$5,000 or less will receive a lump-sum distribution equal to the value of their vested account.

Forfeited accounts: At December 31, 2020 and 2019, forfeited nonvested accounts approximated \$42,000 and \$26,000, respectively. Forfeited accounts can be used to pay Plan administrative expenses or offset employer contributions. During 2020, forfeitures approximated \$83,000, and approximately \$67,000 in forfeited accounts were used to offset employer contributions.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment valuation and income recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 2. Summary of Significant Accounting Policies (Continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. If a participant ceases to make repayments and the Plan Administrator deems the note receivable from participant to be in default, the note receivable from participant balance is reduced and a benefit payment is recorded.

Payment of benefits: Benefits are recorded when paid.

Administrative expenses: Certain administrative functions are performed by officers or employees of the employer. No such officer or employee receives compensation from the Plan. Certain expenses of maintaining the Plan are paid directly by the employer and are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions on the accompanying statement of changes in net assets available for benefits. Fees related to the administration of notes receivable from participants and distributions are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation in fair value of investments.

CARES Act: On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was enacted to, amongst other provisions, provide emergency assistance for individuals, families and businesses affected by the coronavirus pandemic. The CARES Act also provides for certain optional relief measures that can be adopted by qualified retirement plans, including increased levels of participant loans for affected individuals for a limited time, and distributions with special tax treatment for affected individuals. Plans must also allow participants who are affected by the coronavirus to suspend loan payments through December 31, 2020, and required minimum distributions for participants over 70 1/2 can be omitted for 2020.

Subsequent events: The Plan has evaluated subsequent events through October 7, 2021, the date the financial statements were available to be issued.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 3. Information Certified by Fidelity Management Trust Company

The following is a summary of the Plan's asset information as of December 31, 2020 and 2019, and for the year ended December 31, 2020, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Fidelity Management Trust Company (Fidelity), the trustee, and furnished to the Plan Administrator. The Plan Administrator has obtained a certification from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information that appears throughout the financial statements and supplemental schedule related to the assets below:

Description of Assets	2020	2019
Registered investment companies	\$ 39,657,108	\$ 28,802,972
Self-directed brokerage accounts	209,868	152,758
Notes receivable from participants	418,253	343,640

Fidelity also certified as to the completeness and accuracy of \$4,409,188 of net appreciation in fair value of investments, \$962,981 of interest and dividend income and \$15,982 of interest income on notes receivable from participants related to the aforementioned Plan assets for the year ended December 31, 2020.

Note 4. Fair Value Measurements

The Financial Accounting Standards Board (FASB) issued guidance on fair value measurements and disclosures, which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under the FASB guidance are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets.
- Quoted prices for identical or similar assets or liabilities in inactive markets.
- Inputs other than quoted prices that are observable for the assets or liabilities.
- Inputs are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 or 2019.

Registered investment companies: Valued at the daily closing price as reported by the fund. Registered investment companies held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Self-directed brokerage accounts: Accounts primarily consist of money market funds and common stocks that are valued on the basis of readily determinable market prices. Money market funds are valued at amortized cost, which approximates fair value.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31:

Description	2020			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 39,657,108	\$ -	\$ -	\$ 39,657,108
Self-directed brokerage accounts	209,868	-	-	209,868
	<u>\$ 39,866,976</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 39,866,976</u>

Description	2019			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 28,802,972	\$ -	\$ -	\$ 28,802,972
Self-directed brokerage accounts	152,758	-	-	152,758
	<u>\$ 28,955,730</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 28,955,730</u>

Note 5. Related-Party Transactions and Party-in-Interest Transactions

Certain Plan investments are registered investment companies and self-directed brokerage accounts managed by Fidelity. Fidelity is the trustee of the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity totaled \$48,373 for the year ended December 31, 2020. The Plan Sponsor pays directly any other fees related to the Plan's operations.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 7. Tax Status

The Plan has adopted a volume submitter plan sponsored by Fidelity Management & Research Company. The volume submitter plan provider has received an advisory letter from the Internal Revenue Service as to the volume submitter plan's qualified status. The volume submitter plan advisory letter has been relied upon by the Plan. The Plan has been amended since the volume submitter plan received the advisory letter. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefit.

On March 11, 2020, the World Health Organization declared the coronavirus outbreak to be a worldwide pandemic. Actions taken around the world to help mitigate the spread of the coronavirus include restrictions on travel, quarantines in certain areas, and forced closures for certain types of public places and businesses. The coronavirus and actions taken to mitigate the spread are expected to continue to have an adverse impact on the economies and financial markets of many countries. This has resulted in substantial volatility in investment markets. The duration of these uncertainties and the ultimate financial effects on the Plan cannot be reasonably estimated.

Biamp Systems LLC 401(k) Plan

Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) December 31, 2020

Identity of Party	Description of Investment	Cost	Current Value
Registered Investment Companies:			
* Fidelity	Fidelity Freedom Index 2025 Fund	N/A	\$ 5,034,114
* Fidelity	Fidelity Freedom Index 2035 Fund	N/A	4,101,956
* Fidelity	Fidelity Freedom Index 2045 Fund	N/A	3,973,883
* Fidelity	Fidelity Freedom Index 2030 Fund	N/A	3,754,698
* Fidelity	Fidelity 500 Index Fund	N/A	3,524,201
* Fidelity	Fidelity Freedom Index 2040 Fund	N/A	3,149,271
* Fidelity	Fidelity Freedom Index 2020 Fund	N/A	2,539,345
* Fidelity	Fidelity Freedom Index 2050 Fund	N/A	2,306,865
* Fidelity	Fidelity Freedom Index 2055 Fund	N/A	1,354,091
* Fidelity	Fidelity Extended Market Index Fund	N/A	1,066,846
* Fidelity	Fidelity Retirement Government Money Market II Portfolio	N/A	966,723
* Fidelity	Fidelity Total Bond Fund	N/A	929,011
* Fidelity	Fidelity Contrafund Fund	N/A	657,247
Carillon Eagle	Carillon Eagle Mid Cap Growth Fund - R6	N/A	506,631
Dimensional Fund Advisors	DFA Inflation-Protected Securities Portfolio	N/A	486,188
* Fidelity	Fidelity Capital and Income Fund	N/A	450,064
* Fidelity	Fidelity Freedom Index 2060 Fund	N/A	423,692
* Fidelity	Fidelity International Index Fund	N/A	411,943
American Funds	American Funds EuroPacific Growth Fund Class R-6	N/A	409,839
Vanguard	Vanguard Explorer Fund Admiral Shares	N/A	369,539
* Fidelity	Fidelity Balanced Fund Class K	N/A	369,242
Vanguard	Vanguard Short-Term Investment-Grade Fund	N/A	313,443
T. Rowe Price	T. Rowe Price Science & Technology Fund	N/A	279,591
T. Rowe Price	T. Rowe Price Health Sciences Fund	N/A	254,756
Vanguard	Vanguard Small-Cap Growth Index Fund Admiral Shares	N/A	243,768
Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral	N/A	193,682
Dimensional Fund Advisors	DFA Emerging Markets Value I	N/A	176,268
* Fidelity	Fidelity Freedom Index 2010 Fund	N/A	164,309
T. Rowe Price	T. Rowe Price Growth Stock Fund	N/A	152,760
Dimensional Fund Advisors	DFA US Large Cap Value Portfolio Institutional Class	N/A	151,447
* Fidelity	Fidelity Freedom Index 2015 Fund	N/A	148,413
Vanguard	Vanguard Equity Income Fund Admiral Shares	N/A	130,320
Vanguard	Vanguard Small-Cap Index Fund Admiral Shares	N/A	126,311
PIMCO	Pimco Income Fund Institutional Class	N/A	118,402
Vanguard	Vanguard Selected Value Fund Investor Shares	N/A	104,962
* Fidelity	Fidelity Freedom Index Income Fund	N/A	90,718
Blackrock	Blackrock High Yield Bond Institutional	N/A	51,660
Vanguard	Vanguard International Value Fund	N/A	44,436
* Fidelity	Fidelity Low-Priced Stock Fund	N/A	33,282
Dimensional Fund Advisors	DFA International Small Company Portfolio Institutional Class	N/A	27,248
* Fidelity	Fidelity Freedom Index 2065 Fund	N/A	21,724
Dimensional Fund Advisors	DFA US Small Cap Value Portfolio Institutional Class	N/A	21,276
* Fidelity	Fidelity Floating Rate High Income Fund	N/A	12,597
Vanguard	Vanguard Energy Fund Admiral Shares	N/A	8,391
* Fidelity	Fidelity Freedom Index 2005 Fund	N/A	1,448
Vanguard	Vanguard Total International Bond Index Fund Admiral Shares	N/A	507
			39,657,108
Self-directed brokerage accounts:			
* Fidelity	Fidelity BrokerageLink	N/A	209,868
			39,866,976
* Notes receivable from participants	Interest rates ranging from 4.25% to 6.50%, with maturities ranging from February 2021 to July 2030	N/A	418,253
			\$ 40,285,229

* Represents a party in interest.

N/A - Cost information is not required for participant-directed investments.

Fidelity Management Trust Company, the trustee, has certified the above information as complete and accurate.

Biamp Systems LLC

401(k) Plan

Financial Report
December 31, 2020

Contents

Independent auditor's report	1-2
Financial statements	
Statements of net assets available for benefits	3
Statement of changes in net assets available for benefits	4
Notes to financial statements	5-10
Supplementary information	
Form 5500, Schedule H, Part IV, Line 4i—Schedule of assets (held at end of year)	11

Independent Auditor's Report

To the Plan Administrator and Participants
Biamp Systems LLC 401(k) Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Biamp Systems LLC 401(k) Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Fidelity Management Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of December 31, 2020 and 2019, and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Emphasis of Matter

As discussed in Note 1 to the financial statements, the board of directors and members of Biamp Systems LLC, the Plan's sponsor, merged in the Community Light & Sound, Inc. 401(k) Plan effective January 15, 2020. Plan assets of participants of the Community Light & Sound, Inc. 401(k) Plan were transferred to the Biamp Systems LLC 401(k) Plan in January 2020. Our disclaimer of opinion has not been modified with respect to this matter.

Other Matter

The supplemental schedule of assets (held at end of year) as of December 31, 2020, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. The supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

Report on Form and Content in Compliance With Department of Labor Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

RSM US LLP

Phoenix, Arizona
October 7, 2021

Biamp Systems LLC 401(k) Plan

**Statements of Net Assets Available for Benefits
December 31, 2020 and 2019**

	2020	2019
Assets		
Investments, at fair value	<u>\$ 39,866,976</u>	<u>\$ 28,955,730</u>
Receivables:		
Employee contributions	176,614	-
Notes receivable from participants	<u>418,253</u>	<u>343,640</u>
Total receivables	<u>594,867</u>	<u>343,640</u>
 Net assets available for benefits	 <u><u>\$ 40,461,843</u></u>	 <u><u>\$ 29,299,370</u></u>

See notes to financial statements.

Biamp Systems LLC 401(k) Plan

Statement of Changes in Net Assets Available for Benefits Year Ended December 31, 2020

Additions:	
Investment income:	
Interest and dividend income	\$ 962,981
Net appreciation in fair value of investments	4,409,188
Total investment income	<u>5,372,169</u>
Interest income on notes receivable from participants	<u>15,982</u>
Contributions:	
Participant	3,607,270
Employer	538,603
Rollover	357,735
Total contributions	<u>4,503,608</u>
Total additions	<u>9,891,759</u>
Deductions:	
Benefits paid	4,517,568
Administrative expenses	48,373
Total deductions	<u>4,565,941</u>
Net increase	5,325,818
Transfers into the Plan	5,836,655
Net assets available for benefits:	
Beginning of year	<u>29,299,370</u>
End of year	<u><u>\$ 40,461,843</u></u>

See notes to financial statements.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 1. Description of Plan

The Biamp Systems LLC 401(k) Plan (the Plan) was established effective as of May 1, 2017. The following description of the Plan provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and eligibility: The Plan is a defined contribution plan covering employees of Biamp Systems LLC (the Plan Sponsor), except for leased employees, nonresident aliens and temporary or interns, as defined in the Plan document. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Employees are eligible to participate in the Plan upon completion of one month of service for deferrals and discretionary employer matching contributions, and upon completion of six months of service and employment at the end of the Plan year for discretionary employer nonelective contributions, unless terminated due to retirement, death or disability. Employees may enter the Plan on the first day of the month coinciding with or immediately following the date eligibility requirements are met. In addition, eligible employees employed on May 1, 2017, became participants on that date.

Plan amendments and merger: Effective January 15, 2020, the Plan was amended and restated to include former employees of the Community Light & Sound, Inc. in the Plan. Thus, effective January 15, 2020, the Community Light & Sound, Inc. 401(k) Plan was merged into the Plan, resulting in net assets of approximately \$5.8 million being transferred into the Plan. The merger does not impact participant benefits or participant account balances.

Contributions: Each year, participants may elect to defer up to 75% of eligible annual compensation as defined in the Plan document, not to exceed the maximum allowable by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants are automatically enrolled at 5%, unless the participant makes a contrary election, once eligibility is met. The automatic enrollment percentage is increased by 1% annually, up to a maximum of 10%. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various registered investment companies and self-directed brokerage accounts as investment options for participants. Contributions are subject to certain limitations.

Each year, the employer may elect to make a discretionary matching contribution equal to a percentage of each participant's deferral contributions, as defined in the Plan document. For the period January 1, 2020 to April 3, 2020, the employer made a discretionary matching contribution equal to 100% of the first 3% of participant deferrals, and 50% of the next 2% of participant deferrals (up to 4% of eligible compensation). Effective April 4, 2020, the employer indefinitely suspended the discretionary matching contribution. Discretionary employer matching contributions totaled \$538,603 for the year ended December 31, 2020.

Each year, the employer may also elect to make a discretionary nonelective contribution, as defined in the Plan document, determined annually by the employer, and allocated based on each participant's proportionate share of total eligible compensation paid to participants during the Plan year. The employer did not make a discretionary nonelective contribution for the year ended December 31, 2020.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 1. Description of Plan (Continued)

Participant accounts: Each participant's account is credited with the participant's contributions; the employer's discretionary matching and discretionary nonelective contributions, if any; and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on the participant's earnings, account balances or specific participant transactions, as defined in the Plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the employer's discretionary matching and discretionary nonelective contributions, plus actual earnings thereon, is based on years of credited service. Participants vest at 25% annually, beginning with the completion of one year of vesting service, and are fully vested after four years of vesting service. Upon normal retirement age, death or total disability of a participant prior to retirement, the participant's account balance shall become fully vested.

Notes receivable from participants: Participants may borrow from their account a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. All notes receivable from participants are secured by the participant's account balance and bear a reasonable rate of interest as determined by the Plan Administrator based on prevailing interest rates charged by persons in the business of lending money under similar circumstances. The terms of the notes receivable from participants shall not exceed five years, except that the term may be up to 10 years if the purpose of the note receivable is for the purchase of the participant's principal residence. Principal and interest are paid ratably through monthly payroll deductions. Interest rates were 4.25% to 6.50% on loans outstanding at December 31, 2020, which mature through July 2030.

Payment of benefits: Upon termination of service due to death, disability, retirement or other reasons, participants with account balances in excess of \$5,000 may elect to receive a lump-sum amount equal to the value of the participant's vested interest in his or her account, or may defer distributions until the normal retirement age is met. Participants with account balances of \$5,000 or less will receive a lump-sum distribution equal to the value of their vested account.

Forfeited accounts: At December 31, 2020 and 2019, forfeited nonvested accounts approximated \$42,000 and \$26,000, respectively. Forfeited accounts can be used to pay Plan administrative expenses or offset employer contributions. During 2020, forfeitures approximated \$83,000, and approximately \$67,000 in forfeited accounts were used to offset employer contributions.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment valuation and income recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 2. Summary of Significant Accounting Policies (Continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. If a participant ceases to make repayments and the Plan Administrator deems the note receivable from participant to be in default, the note receivable from participant balance is reduced and a benefit payment is recorded.

Payment of benefits: Benefits are recorded when paid.

Administrative expenses: Certain administrative functions are performed by officers or employees of the employer. No such officer or employee receives compensation from the Plan. Certain expenses of maintaining the Plan are paid directly by the employer and are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions on the accompanying statement of changes in net assets available for benefits. Fees related to the administration of notes receivable from participants and distributions are charged directly to the participant's account and are included in administrative expenses. Investment-related expenses are included in net appreciation in fair value of investments.

CARES Act: On March 27, 2020, the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) was enacted to, amongst other provisions, provide emergency assistance for individuals, families and businesses affected by the coronavirus pandemic. The CARES Act also provides for certain optional relief measures that can be adopted by qualified retirement plans, including increased levels of participant loans for affected individuals for a limited time, and distributions with special tax treatment for affected individuals. Plans must also allow participants who are affected by the coronavirus to suspend loan payments through December 31, 2020, and required minimum distributions for participants over 70 1/2 can be omitted for 2020.

Subsequent events: The Plan has evaluated subsequent events through October 7, 2021, the date the financial statements were available to be issued.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 3. Information Certified by Fidelity Management Trust Company

The following is a summary of the Plan's asset information as of December 31, 2020 and 2019, and for the year ended December 31, 2020, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by Fidelity Management Trust Company (Fidelity), the trustee, and furnished to the Plan Administrator. The Plan Administrator has obtained a certification from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information that appears throughout the financial statements and supplemental schedule related to the assets below:

Description of Assets	2020	2019
Registered investment companies	\$ 39,657,108	\$ 28,802,972
Self-directed brokerage accounts	209,868	152,758
Notes receivable from participants	418,253	343,640

Fidelity also certified as to the completeness and accuracy of \$4,409,188 of net appreciation in fair value of investments, \$962,981 of interest and dividend income and \$15,982 of interest income on notes receivable from participants related to the aforementioned Plan assets for the year ended December 31, 2020.

Note 4. Fair Value Measurements

The Financial Accounting Standards Board (FASB) issued guidance on fair value measurements and disclosures, which provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under the FASB guidance are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets.
- Quoted prices for identical or similar assets or liabilities in inactive markets.
- Inputs other than quoted prices that are observable for the assets or liabilities.
- Inputs are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 or 2019.

Registered investment companies: Valued at the daily closing price as reported by the fund. Registered investment companies held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Self-directed brokerage accounts: Accounts primarily consist of money market funds and common stocks that are valued on the basis of readily determinable market prices. Money market funds are valued at amortized cost, which approximates fair value.

The following table sets forth, by level within the fair value hierarchy, the Plan's investments at fair value as of December 31:

Description	2020			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 39,657,108	\$ -	\$ -	\$ 39,657,108
Self-directed brokerage accounts	209,868	-	-	209,868
	<u>\$ 39,866,976</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 39,866,976</u>

Description	2019			
	Level 1	Level 2	Level 3	Total
Registered investment companies	\$ 28,802,972	\$ -	\$ -	\$ 28,802,972
Self-directed brokerage accounts	152,758	-	-	152,758
	<u>\$ 28,955,730</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 28,955,730</u>

Note 5. Related-Party Transactions and Party-in-Interest Transactions

Certain Plan investments are registered investment companies and self-directed brokerage accounts managed by Fidelity. Fidelity is the trustee of the Plan and, therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity totaled \$48,373 for the year ended December 31, 2020. The Plan Sponsor pays directly any other fees related to the Plan's operations.

Note 6. Plan Termination

Although it has not expressed any intent to do so, the employer has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions.

Biamp Systems LLC 401(k) Plan

Notes to Financial Statements

Note 7. Tax Status

The Plan has adopted a volume submitter plan sponsored by Fidelity Management & Research Company. The volume submitter plan provider has received an advisory letter from the Internal Revenue Service as to the volume submitter plan's qualified status. The volume submitter plan advisory letter has been relied upon by the Plan. The Plan has been amended since the volume submitter plan received the advisory letter. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 8. Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefit.

On March 11, 2020, the World Health Organization declared the coronavirus outbreak to be a worldwide pandemic. Actions taken around the world to help mitigate the spread of the coronavirus include restrictions on travel, quarantines in certain areas, and forced closures for certain types of public places and businesses. The coronavirus and actions taken to mitigate the spread are expected to continue to have an adverse impact on the economies and financial markets of many countries. This has resulted in substantial volatility in investment markets. The duration of these uncertainties and the ultimate financial effects on the Plan cannot be reasonably estimated.

Biamp Systems LLC 401(k) Plan

Form 5500, Schedule H, Part IV, Line 4i—Schedule of Assets (Held at End of Year) December 31, 2020

Identity of Party	Description of Investment	Cost	Current Value
Registered Investment Companies:			
* Fidelity	Fidelity Freedom Index 2025 Fund	N/A	\$ 5,034,114
* Fidelity	Fidelity Freedom Index 2035 Fund	N/A	4,101,956
* Fidelity	Fidelity Freedom Index 2045 Fund	N/A	3,973,883
* Fidelity	Fidelity Freedom Index 2030 Fund	N/A	3,754,698
* Fidelity	Fidelity 500 Index Fund	N/A	3,524,201
* Fidelity	Fidelity Freedom Index 2040 Fund	N/A	3,149,271
* Fidelity	Fidelity Freedom Index 2020 Fund	N/A	2,539,345
* Fidelity	Fidelity Freedom Index 2050 Fund	N/A	2,306,865
* Fidelity	Fidelity Freedom Index 2055 Fund	N/A	1,354,091
* Fidelity	Fidelity Extended Market Index Fund	N/A	1,066,846
* Fidelity	Fidelity Retirement Government Money Market II Portfolio	N/A	966,723
* Fidelity	Fidelity Total Bond Fund	N/A	929,011
* Fidelity	Fidelity Contrafund Fund	N/A	657,247
Carillon Eagle	Carillon Eagle Mid Cap Growth Fund - R6	N/A	506,631
Dimensional Fund Advisors	DFA Inflation-Protected Securities Portfolio	N/A	486,188
* Fidelity	Fidelity Capital and Income Fund	N/A	450,064
* Fidelity	Fidelity Freedom Index 2060 Fund	N/A	423,692
* Fidelity	Fidelity International Index Fund	N/A	411,943
American Funds	American Funds EuroPacific Growth Fund Class R-6	N/A	409,839
Vanguard	Vanguard Explorer Fund Admiral Shares	N/A	369,539
* Fidelity	Fidelity Balanced Fund Class K	N/A	369,242
Vanguard	Vanguard Short-Term Investment-Grade Fund	N/A	313,443
T. Rowe Price	T. Rowe Price Science & Technology Fund	N/A	279,591
T. Rowe Price	T. Rowe Price Health Sciences Fund	N/A	254,756
Vanguard	Vanguard Small-Cap Growth Index Fund Admiral Shares	N/A	243,768
Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral	N/A	193,682
Dimensional Fund Advisors	DFA Emerging Markets Value I	N/A	176,268
* Fidelity	Fidelity Freedom Index 2010 Fund	N/A	164,309
T. Rowe Price	T. Rowe Price Growth Stock Fund	N/A	152,760
Dimensional Fund Advisors	DFA US Large Cap Value Portfolio Institutional Class	N/A	151,447
* Fidelity	Fidelity Freedom Index 2015 Fund	N/A	148,413
Vanguard	Vanguard Equity Income Fund Admiral Shares	N/A	130,320
Vanguard	Vanguard Small-Cap Index Fund Admiral Shares	N/A	126,311
PIMCO	Pimco Income Fund Institutional Class	N/A	118,402
Vanguard	Vanguard Selected Value Fund Investor Shares	N/A	104,962
* Fidelity	Fidelity Freedom Index Income Fund	N/A	90,718
Blackrock	Blackrock High Yield Bond Institutional	N/A	51,660
Vanguard	Vanguard International Value Fund	N/A	44,436
* Fidelity	Fidelity Low-Priced Stock Fund	N/A	33,282
Dimensional Fund Advisors	DFA International Small Company Portfolio Institutional Class	N/A	27,248
* Fidelity	Fidelity Freedom Index 2065 Fund	N/A	21,724
Dimensional Fund Advisors	DFA US Small Cap Value Portfolio Institutional Class	N/A	21,276
* Fidelity	Fidelity Floating Rate High Income Fund	N/A	12,597
Vanguard	Vanguard Energy Fund Admiral Shares	N/A	8,391
* Fidelity	Fidelity Freedom Index 2005 Fund	N/A	1,448
Vanguard	Vanguard Total International Bond Index Fund Admiral Shares	N/A	507
			39,657,108
Self-directed brokerage accounts:			
* Fidelity	Fidelity BrokerageLink	N/A	209,868
			39,866,976
* Notes receivable from participants	Interest rates ranging from 4.25% to 6.50%, with maturities ranging from February 2021 to July 2030	N/A	418,253
			<u>\$ 40,285,229</u>

* Represents a party in interest.

N/A - Cost information is not required for participant-directed investments.

Fidelity Management Trust Company, the trustee, has certified the above information as complete and accurate.